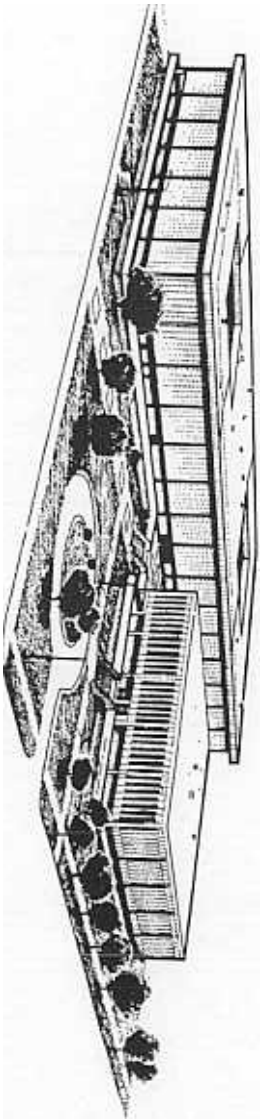


ACADEMY OF HEALTH SCIENCES



HANDBOOK

FOR

EQUAL OPPORTUNITY TRAINING



DEPARTMENT OF THE ARMY
Academy of Health Sciences, United States Army
Fort Sam Houston, Texas 78234-6100

PAMPHLET
NO. 600-1

11 January 1991

Personnel - General
HANDBOOK FOR EQUAL OPPORTUNITY TRAINING

1. PURPOSE. This pamphlet is designed to assist in the preparation of required Equal Opportunity Training (EOT) sessions. Information contained in this pamphlet will assist Unit Discussion Leaders/Equal Opportunity Representatives to prepare and conduct EOT sessions.

2. REFERENCES:

- a. AR 600-20.
- b. HSC Supplement 1 to AR 600-20.
- c. AHS Affirmative Action Plan.

3. GENERAL. The following guidelines fulfill Department of the Army (DA) and Health Services Command (HSC) requirements as outlined in AR 600-20 and HSC Supplement 1 to AR 600-20.

4. GUIDELINES FOR CONDUCTING EOT.

a. Unit EOT. Key Reporting Personnel (Appendix A) are responsible for ensuring all military and civilian personnel receive a minimum of one (1) hour of training quarterly. All personnel will complete the DA Prevention Of Sexual Harassment training (POSH)(Supervisors - 4 hours/ Employees - 2 hours). The training may be conducted on a centralized or decentralized basis.

(1) Centralized EOT. Centralized EOT will be scheduled and coordinated by the Academy of Health Sciences, U.S. Army (AHS) Equal Opportunity Office (EOO) in conjunction with ethnic observances (Black History Month, Asian-Pacific American Month, etc.), as appropriate.

(2) Decentralized EOT. Key Reporting Personnel are responsible for ensuring leaders/supervisors of functional work groups conduct quarterly EOT for personnel unable to attend scheduled centralized training. Academy of Health Sciences F/L 363 (Rev) (Appendix B) will be routed through the Key Reporting Personnel to Commandant, AHS, ATTN: HSHA-GEO, NLT 15 days prior to the training session to provide members of the AHS EOO the opportunity to monitor the class.

b. EOT for Leaders/Supervisors. Key Reporting Personnel are required to attend the Commandant's Equal Opportunity Council (CEOC) meetings as scheduled. The Council meetings fulfill HSC requirements that key leaders, managers, and supervisors be presented additional EOT at least semiannually.

c. EOT Considerations

(1) Group Composition. Whenever possible, group composition should provide for a mixture of military/civilian, race, gender, and ethnic groups.

(2) Subjects. Appendix C provides a list of possible subjects; however, subjects are not limited to the topics on this list. Areas of interest within a specific work situation or current events are also acceptable subject matter, provided they are within the realm of equal opportunity. Guest speakers and appropriate field trips may also be employed. In all cases, discussion leaders will ensure the subject matter is well researched and relevant to the equal opportunity program.

(3) Reference Materials. Appendices D and E contain a list of training aids and reference material available at the AHS Equal Opportunity Office. Appendix F contains a list of films available through the Health Sciences Media Division (HSMD), Directorate of Support. Appendix G is a list of films available through the Training Support Center (FSHTX). As new videotapes are acquired, changes will be published.

5. ATTENDANCE REPORTING PROCEDURES. The following procedures and responsibilities are established for reporting Equal Opportunity Training IAW the AHS Affirmative Action Plan (AAP) (AHS Pam 600-3).

a. EOT for Leaders/Supervisors. The Equal Opportunity Advisor serves as the recorder for the CEOC meetings. Minutes will be prepared IAW established format, after each CEOC meeting and forwarded through the Assistant Commandant for review and to the Commandant for approval/disapproval.

b. Unit EOT. Attendance at unit EOT (centralized or decentralized) will be submitted using AHS F/L 408 (Rev) (Appendix H). Key reporting Personnel are responsible for consolidating all After Action Reports for submission to the Commandant, AHS, ATTN: HSHA-GEO, not later than 5 working days following the end of the quarter. Attendance rosters will be filed in the unit organization files.

APPENDIX A

KEY REPORTING PERSONNEL

(Per Affirmative Action Plan)

1. Commander, Academy Brigade.
2. Commander/Dean, U.S. Army Medical Equipment and Optical School. *
3. Dean, Medical Field Service School.
4. Director of Training and Doctrine.
5. Commandant, AMEDD NCO Academy.
6. Director of Evaluation and Standardization.
7. Director of Information Management.
8. Director of Combat Developments.
9. Director of Support.
10. Chief, Resource Management Division.
11. Chief, AMEDD Personnel Proponent Division
12. Chief, Personnel Liaison Office.

* - Commander/Dean, USAMEOS, currently has an Interservice Support Agreement with Fitzsimons Army Medical Center delineating Equal Opportunity Program support to USAMEOS.

APPENDIX B

HSMA-

MEMORANDUM FOR Equal Opportunity Office

SUBJECT: Notification of Unit Equal Opportunity Training

1. Unit Equal Opportunity Training will be conducted for Qtr, FY
as follows:

a. Primary Discussion Leader:

Alternate:

b. Topic:

c. Date:

d. Time:

e. Location:

2. POC in regards to this training will be:

SAMPLE

AHS F/L 363 (Rev)
30 Jun 89

PREVIOUS EDITIONS OF THIS FORM ARE OBSOLETE

APPENDIX C

Suggested Equal Opportunity Training Subjects

1. History of the NAACP.
2. Extremist Groups.
3. AIM (American Indian Movement).
4. Minorities in Labor Unions
5. Minority Inventions
6. Martin Luther King, Jr
7. Muslim v.s. Moslem.
8. Semantics.
9. Psychology of Rumors.
10. Silent Majority
11. Equal Rights Amendment
12. Sexism in the Family.
13. Women in the Army.
14. Matriarchy in the Black Family
15. Asian-American Women.
16. Machismo v.s. Liberation.
17. Double Jeopardy/Minority Women.
18. White Skin Privileges.
19. Unrecognized Minority Cultures.
20. Leadership Through Motivation.
21. Goals Of The Equal Opportunity Program.

Human Rights Proclamation.

Bill of Rights.

Role of Senior NCOs in EO Training.

Interracial Adoption.

What is Radical?

The Third World.

28. Bilingual Education.
29. Empathy vs. Sympathy.
30. Signs and Symbols
31. Language of Prejudice
32. Interracial Communication
33. Self Disclosure.
34. Ego Defense Mechanisms
35. Masculine Liberation.
36. Birth Control/Genocide
37. Cultural Pluralism.
38. Racism in Education.
39. Racism in the Media
40. Origins in American Traditions
41. Racism in the Army
42. Racism in Church/Bible
43. Separation vs. Polarization
44. Rank Discrimination

- 45. Age/Handicapped.
Racism/Discrimination.
- 47 Busing.
Cost of Racism to Whites
- 49. Ethnic Jokes
- 50. Regulations vs. Racism.
- 51. Individualism in the Military.
- 52. Minority Manipulation.
- 53. EO Tokenism?
- 53. Sexism in the Military.
Sexual Harassment.

APPENDIX D

Videotapes Available at the AHS Equal Opportunity Office

<u>Tape #</u>	<u>Title/Synopsis</u>
1	"HERITAGE IN BLACK" (AFIF 214, Color, 26 min, 1972, 20076 DA) History of the Black American; emphasizes significant contributions of Blacks to science, art, government, politics, etc.
2	"THE MAN IN THE MIDDLE" (MF 16-5610, Color, 20 min, 1971, 22589 DA) This vignette shows how a Police Precinct in a minority neighborhood involves itself in the community they serve and how they handle situations, e.g. family disagreements, street fights, etc.
3	"THE EYE OF THE STORM" (AFIF 207, Color, 30 min, 1972, 20068 DA) This commercial TV film documents an experiment conducted by a third grade teacher in which the children are induced to discriminate against each other for two days on the basis of eye color.
4	"THE PREJUDICE FILM" (AFIF 240, Color, 28 min, 1973, 20093 DA) This commercial TV Film illustrates historical origins and contemporary forms of prejudice through a series of vignettes; emphasizes the individuals' role in increasing or decreasing prejudice.
5	"MAKE LIFE A LITTLE EASIER" (TF 8-4948, Color, 22 min, 1975, 66296 DA). This tape portrays situations in a hospital setting; it demonstrates techniques for smoother human relationships through communications.
6	"BEYOND BLACK AND WHITE" (AFIF 266, Color, 30 min, 1975, 10766 DA) This film discusses questions related to prejudice of a psycho/social origin.
7	"PREJUDICE: PERCEIVING AND BELIEVING" (AFIF 328, Color, 29 min, 1978, 46057 DA) Narrated by Ed Asner; explains that perceiving is a way of seeing things with a built-in prejudgement; illustrates a series of stereotyped preconceptions about various ethnic groups and women. Gives viewers a chance to question individual prejudices.

<u>Tape #</u>	<u>Title/Synopsis</u>
8	"EO: KEEPING IT ALL TOGETHER" (TAR 46, Color, 22 min, 1974, 27270 DA) This film shows stereotypes of people as seen through the media and the damage this could have on a person's view of other ethnic groups; stresses the importance of equal opportunity for all people, not just minorities. Guest stars include Tim Conway, Steve Allen, and Mike Connors.
9	"NUREMBURG TRIALS" (MF 45-7596, Black and White, 76 min, 1949, 23001 DA) Part 1 is 43 min. Part 2 is 33 min. Actual film of Nazi war crimes trials in Nuremberg, Germany, with film clips of concentration camps and other important historical films.
10	"SEXUAL HARASSMENT-COPING SKILLS" (Color, 6 min, 82939 DA). This film identifies several of the coping skills used in dealing with sexual harassment.
11	"SEXUAL HARASSMENT-SUPERVISORY COUNSELING SKILLS" (TVT 61-140, Color 24 min, 1982, 43034 DA) Practice scenarios and criterion tests dramatize the supervisor's responsibility to promote and assure a professional work environment conducive to appropriate behavior in a work atmosphere. Includes overt approaches and applied innuendo.
12	"SOMETIME BEFORE MORNING" (50 min) This film traces intuitionism and the reasons for it. The vignette shows how the Anti-Defamation League works with the community to make the community aware of ethnic differences and how to work with the particular problems of the different ethnic groups within the community.
13	"SEXUAL HARASSMENT; RECOGNIZING SEXUAL STEREOETYPES" (TVT 20-223, 8 min) Illustrations designed to support training for Army personnel in the prevention of sexual harassment.
14	"FROM THE INSIDE LOOKING AROUND" (VT 540, 1974, 30 min) This film is centered around a discussion of Mexican-Americans and Indians; discusses education and historical background.
15	"EQUAL OPPORTUNITY TRAINING FOR MANAGERS" (VT 1429, 1979, 60 min) Discusses equal opportunity as it pertains to managers and situations in an office environment.

<u>Tape #</u>	<u>Title/Synopsis</u>
16	"MEDICINAL PLANTS AND OTHER CONTRIBUTIONS OF THE AMERICAN INDIANS" (VT 1095, 46 min) Discusses plants and their medicinal uses by the American Indian and their use in modern medicine today.
17	"MALAYSIA IN BRIEF" (A1701-85-0248, 1985, 30 min) Lecture and slides of the history and culture of Malaysia by MAJ Abidin Hussin, Malaysia Medical Corps.
18	"THE ASIAN-AMERICAN" (AFIF 263, 10765 DA, 1975, 37 min) A history of the Asian peoples in America and their assimilation, or nonassimilation, into American society.
19	"SHE'S NOBODY'S BABY" (TVT 20-572, 55 min) Hosted by Marlo Thomas and Alan Alda - presents the story of American women in the 20th Century; places modern feminist beliefs in their historical perspective from the turn of the century into the 1980's.
20	"A TALE OF O" (TVT 61-126, 28 min) Using X's and O's, the viewer listens to the comments, prejudices and stereotypes of one group about another. Since this is done generically, it allows viewers to identify with situations in which they have been a minority.
21	"FREE TO BE" (TVT 20-501, 27 min) Examines the ethnic origins of many immigrants and how they managed to preserve their cultural traditions while becoming part of American society.
22	"AN ISLAND IN AMERICA" (TVT 20-498, 28 min) Set against a background of the history of the island of Puerto Rico, this film explores the cultural, social and economic life of Puerto Ricans in the United States; compares conditions faced by Puerto Ricans today with those encountered by earlier immigrant groups.
23	"KU KLUX KLAN: THE INVISIBLE EMPIRE" (TVT 20-497, 48 min) A history of the Ku Klux Klan from its earliest days to the present.
24	"BLACK HISTORY: PAST, PRESENT AND FUTURE" (Part I) (VT 1335, 55min) A Panel Discussion filmed in a TV studio for Black History Week. The panel discusses Black History.
25	"BLACK HISTORY: PAST, PRESENT AND FUTURE" (Part II) (VT 1335A, 55 min) Part II of the panel discussion described in Flim # 24 (above).

<u>Title #</u>	<u>Title/Synopsis</u>
26	"MUSIC OF AUSCHWITZ" (TVT 20-500, 15 min) Auschwitz through the eyes of a survivor. A French cabaret singer working for the Underground is arrested and is so furious she tells the Gestapo her father is Jewish; she is sent to Auschwitz. She survives because of her musical talent; the German officers selected musicians and singers to entertain them after their killing chores of the day.
27	"INSTITUTIONAL DISCRIMINATION" (1977, 30 min) Discussion of the difference between the classical model of discrimination and institutional discrimination.
28	"HISPANIC AMERICA" (TVT 20-502, 12min) Film concerns America's fastest growing minority - Cubans, Puerto Ricans and Mexican-Americans. Educational and economic problems are outlined: notes the religious heritage and the fact that Hispanics want to fit in but also want to preserve their Spanish traditions.
29	"TAKE THIS WOMAN" (TVT 61-189, 25 min) The effect of a landmark U.S. Supreme Court decision on female employment is examined from the perspective of over half the population of the U.S. not being used to its fullest potential.
30	"WHAT YOU ARE IS WHERE YOU WERE WHEN" (TVT 20-73, Part I - 30 min: Part 2 - 60 min: Part 3 - 60 min) Dr. Terry describes the effect of how the era of your birth has a direct effect on how your values were instilled in your mind from the time of your birth to the present.

APPENDIX E

List of Books Available at the AHS Equal Opportunity Office

No.	Title	Author
1	Understanding Fair Housing (Feb 78)	US Civil Rights Commission
2	Blacks In The Arkansas Delta (Mar 74)	US Civil Rights Commission
3	A Bibliography On Ethnicity And Ethnic Groups	Dr. Richard Kolm, Dept of Social Service, Catholic Univ of America
4	Indiana Migrants: Blighted Hopes, Slighted Rights (Mar 74)	Indiana State Advisory Committee to US Civil Rights Commission
5	Title IV And School Desegregation: A Study Of Neglected Federal Programs (Jan 73)	US Civil Rights Commission
6	Indian Tribes - A Continuing Quest For Survival (Jun 81)	US Civil Rights Commission
7	Sex Bias In The U.S. Code (Apr 77)	US Civil Rights Commission
8	Contemporary Latin American Short Stories	Pat McNees Mancini
9	American Indian Civi Rights Handbook (Mar 72)	US Civil Rights Commission
10	Mexican-American Education Study: Ethnic Isolation Of Mexican-Americans In The Public Schools Of The Southwest (Apr 71)	US Civil Rights Commission
11	Toward Quality Education For Mexican- Americans	US Civil Rights Commission
12	The Excluded Student: Education Practices Affecting Mexican-Americans In The South- West (May 72)	US Civil Rights Commission
13	Mexican-Americans And The Administration Of Justice In The Southwest	US Civil Rights Commission

No.	Title	Author
14	Hacia Una Educacion da Calidata Para Los Mexicanoamericanos (Feb 74)	US Civil Rights Commission
15	Para Los Ninos: For The Children (Oct 74)	US Civil Rights Commission
16	Extractos de Estaututo, Reglas y Relamentos (1971)	US Civil Rights Commission
17	The American Indian	Defense Equal Opportunity Management Institute (DEOMI)
18	Socio-Economic Profile Of American Indians In Arizona And New Mexico (Nov 72)	US Civil Rights Commission
19	Asian Americans	DEOMI
20	Afro-American Culture	DEOMI
2	Discrimination Against Minorities And Women In Pensions & Health, Life And Disability Insurance, Vol I - Proceedings And Papers (Apr78)	US Civil Rights Commission
22	Discrimination Against Minorities And Women In Pensions & Health, Life And Disability Insurance, Vol II - Exhibits (Apr 78)	US Civil Rights Commission
23	Minority Elderly Services - New Programs Old Problems	US Civil Rights Commission
24	The Puerto Rican And Public Employment In New York State	New York Advisory Committee, US Civil Rights Commission
25	The Southwest Indian Report (May 73)	US Civil Rights Commission
26	The Women In Latin America: Past, Present And Future	Organization of American States
27	Improving Hispanic Unemployment - The Dept. Of Labor's Continuing Obligation	US Civil Rights Commission

No.	Title	Author
28	Methodological Appendix Of Research Methods Employed In The Mexican-American Study (1972)	US Civil Rights Commission
29	WOP	Salvatore J. LaGumina
30	KIKE !	Michael Selzer
31	Jewish-Christian Relations	Helga Croner
32	Civil Rights Issues In Health Care Delivery	US Civil Rights Commission
33	New Testament/Psalms	
34	El Nuevo Testamento	
35	CHINK !	Cheng-Tsu Wu
36	The Black Woman, An Anthology	Toni Cade
37	The Black Americans	C. Eric Lincoln
38	The Black American Experience	Francis Freedman
39	The Winged Serpent: An Anthology Of American Indian Prose And Poetry	Margot Astrov
40	The Great White Hope	Howard Sackler
41	The Immigrant Experience	Thomas C. Wheeler
42	Puerto Ricans In The Continental United States: An Uncertain Future (Oct 76)	US Civil Rights Commission
43	Women Still In Poverty (Jul 79)	US Civil Rights Commission
44	Civil Rights Of American Indians (Apr 72)	US Civil Rights Commission
45	The Black Poets	Dudley Randall
46	New Plays From The Black Theatre	Ed Bullins

No.	Title	Author
47	Chronicles Of American Indian Protest	Council on Inter-Racial Books for Children
48	Questions And Answers About Arabs And Jews	Ira Hirschmann
49	The Poetry Of Soul	A. X. Nicholas
50	Seven Arrows	Hyemeyohsts Storm
51	Slavery And The Evolution Of Cherokee Society, 1540-1866	Theda Purdue
52	Stranger In One's Land	US Civil Rights Commission
53	The Adventures Of The Negro Cowboy	Philip Durham & Everett Jones
54	Black Pride: A People's Struggle	Janet Harris & Julius Hobson
55	Woke Up This Morning	A. X. Nicholas
56	Beyond The Melting Pot: The Negroes, Puerto Ricans, Jews, Italians And Irish Of New York City	Nathan Glazer & Daniel Moynihan
57	The Black Man And The American Dream: Negro Aspirations In America, 1900-1930	June Sochen
58	Visions Of Utopia	John Egerton
59	The Cherokee Indian Nation: A Troubled History	Diane H. King & Lois M. Stalvey
60	Red Power	Alvin M. Josephy, Jr.
6	Tennessee's Indian Peoples: From White Contact To Removal, 1540-1840	Ronald H. Satz
62	The Removal Of The Choctaw Indian	Arthur H. DeRosier, Jr

No.	Title	Author
63	Tales Of Yoruba Gods And Heros	Harold Courlander
64	For Whites Only	Robert H. Terry
65	Toward Equal Opportunity Affirmative Admissions Programs At Law And Medical Schools (Jun 78)	US Civil Rights Commission
66	Puerto Ricans In The Continental United States: An Uncertain Future (Oct 76)	US Civil Rights Commission
67	Mexican-Americans In The Southwest	Galraza, Gallegos & Samora
68	Statement On Affirmative Actions For Equal Employment Opportunities (Feb 73)	US Civil Rights Commission
69	Cultural Differences In Medical Care	Academy Of Health Sciences, US Army
70	The Journal Of Negro History (Oct 77)	Assn For The Study Of Negro Life And History, Inc.
71	The Tarnished Golden Door: Civil Rights Issues In Immigration (Sep 80)	US Civil Rights Commission
72	US Commission On Civil Rights - Hearing In New Mexico - 1972	US Civil Rights Commission
73	The Age Discrimination Study - Part II (Jan 79)	US Civil Rights Commission
74	Perspectives: "Artifacts Of Hate" (Spring 80)	US Civil Rights Commission
75	Perspectives: "Executive Order 9066: Years Of Infamy (Summer 80)	US Civil Rights Commission
76	Toward An Understanding Of Bakke (May 79)	US Civil Rights Commission
77	Statement On The Equal Rights Amendment	US Civil Rights Commission
78	Federal Civil Rights Enforcement Effort - Seven Months Later (May 71)	US Civil Rights Commission

No.	Title	Author
79	Civil Rights Digest "Asian-Pacific American" (Fall 76)	US Civil Rights Commission
80	Civil Rights Digest "The Condition Of Civil Rights Advocacy (Spring 79)	US Civil Rights Commission
81	Civil Rights Digest "Ethnicity - Made In The United States" (Fall 78)	US Civil Rights Commission
82	Civil Rights Digest "The Fight To End The Segregation of Disabled People" (Winter 79)	US Civil Rights Commission
83	Civil Rights Digest "Puerto Ricans In The Promised Land"	US Civil Rights Commission
84	Civil Rights Digest "Sexism & Racism" (Spring 74)	US Civil Rights Commission
85	Civil Rights Digest "Half The World" (Summer 75)	US Civil Rights Commission
86	Working With Your School (Feb 77)	US Civil Rights Commission
87	Social Indicators Of Equality For Minorities And Women (Aug 78)	US Civil Rights Commission
88	Where Mules Outrate Men: Migrant And Seasonal Farmworkers In North Carolina (May 79)	North Carolina Committee To US Civil Rights Commission
89	School Desegregation In Little Rock, Arkansas (Jun 77)	Arkansas Advisory Committee To US Civil Rights Commission
90	The State Of Civil Rights - 1977	US Civil Rights Commission
91	The Non-Vanishing Indian	US Army Infantry School

	Title	Author
92	Status Of Civil Rights In Texas - Political Participation, Vol I (Jan 80)	US Civil Rights Commission
93	Status Of Civil Rights In Texas - San Antonio 1968-1978, Vol II (Jan 80)	US Civil Rights Commission
94	Status Of Civil Rights In Texas - Employment And Education, Vol III (Jan 80)	US Civil Rights Commission
95	Civil Rights Digest "Martha's Vineyard Indians" (Fall 75)	US Civil Rights Commission
96	Window Dressing On The Set: Women And Minorities In Television (Aug 77)	US Civil Rights Commission
97	Social Issues Resources Series Women, Vol I & II Ethnic Groups, Vol I & II Family, Vol I & II Human Rights, Vol I Religion, Vol I	Social Issues Resource Series Inc.
98	The Age Discrimination Study (Dec 77)	US Civil Rights Commission
99	The Southwest Indian Report (May 79)	US Civil Rights Commission
	Recent Development, New Opportunities Civil Rights And Women's Rights (Jun-Jul 77)	Civil Rights & Women's Rights Conference IV, US Civil Rights Commission
10	Texas: The State Of Civil Rights Ten Years Later, (1968-1978) (Jan 80)	Texas Advisory Committee To US Civil Rights Commission
	Affirmative Action In The 1980's: Dismantling The Process Of Discrimination (Jan 81)	US Civil Rights Commission
103	American Indian Civil Rights Handbook (Sep 80)	US Civil Rights Commission

	Title	Author
	Sin Papeles: The Undocumented In Texas (Jan 80)	Texas Advisory Committee To The US Civil Rights Commission
105	Confronting Racial Isolation In Miami	US Civil Rights Commission
106	Child Care And Equal Opportunity For Women (Jun 81)	US Civil Rights Commission
107	Civil Rights Directory - 1981	US Civil Rights Commission
	Latino Studies	DRRI/DEOMI
	Civil Rights: A National, Not A Special Interest (Jun 81)	US Civil Rights Commission
110	The Federal Civil Rights Enforcement Effort - A Reassessment (Jan 73)	US Civil Rights Commission
	Who Is Guarding The Guardians? A Report On Police Practices (Oct 81)	US Civil Rights Commission
112	The Holocaust Years: Society On Trial	Anti-Defamation League Of B'nai B'rith
	Auschwitz: Beginning Of A New Era?	Eva Fleischner
	Accounting For Genocide - Victims & Survivors Of The Holocaust	Helen Fein
	Dimensions Of The Holocaust	Ellie Wiesel, Lucy S. Dawidowicz, Dorothy Rabinowitz, Robert Brown
	Under The Rule Of Thumb (Battered Women And The Administration Of Justice)	US Civil Rights Commission
	The German Texans	Glen E. Lich
	Tales Of The Iroquois	Tehanetorens
	Pagans In Our Midst	Andre Lopez

	Title	Author
	Book Of The Eskimos	Peter Freuchen
	The Greek Texans	Univ of Texas, Institute of Texan Cultures, San Antonio, Texas
	The Jewish Texans	
	The Swiss Texans	
	The Chinese Texans	"
	The Spanish Texans	
	The Syrian & Lebanese Texans	
	The Italian Texans	"
	The French Texans	"
129	The Belgian Texans	"
	The Czech Texans	"
	The Anglo-American Texans	"
	The Polish Texans	
	The Norwegian Texans	

APPENDIX F

Videotapes Available at the AHS Library, Health Sciences Media Division

1. The following is a list of Equal Opportunity (EO) related subjects extracted from the 11th edition of the AHS Videotape Catalog. The videotapes are available in the Library of the Health Sciences Media Division (HSMD), Academy of Health Sciences, U.S. Army.

2. Playback of programs within the HSMD closed circuit cable system may be scheduled by submission of AHS F/L 191 in duplicate at least 10 days prior to showing date. A copy of the form will be returned indicating time, date and channel of playback. Any questions or problems concerning playback of programs should be directed to the Scheduling Section, 221-7845.

3. The list of related subjects are:

Tape #	Title/Running Time
VT 448	"Incident on Ward 14B" (Example of polarization on racial and ethnic lines in the military medical environment) (1971, 14:08)
VT 526	"Interpersonal Skills: Attending Behaviors" (1973, 12:47)
VT 527	"Interpersonal Skills: Minimal Encourages to Talk" (1973, 4:47)
VT 528	"Interpersonal Skills: Open Ended Question" (1973, 7:08)
VT 592	"Moral Decision Making" (1973, 30:54)
VT 635	"The Feeling of Rejection" (Vignettes) (1974, 14:59)
VT 636	"The Feeling of Hostility" (Vignettes) (1974, 9:36)
VT 835	"Cliff Dwellers and the Ute Mountain Indians of Colorado" (1975, 6:23)
VT 1094	"Situational Stress" (1978, Part I- 18:31, Part II- 18:59, Part III- 15:40)
VT 1364	"The Argument- How It Can Be An Effective Communications Technique" (1978, 15:06)

AHS Pam 600-1

Tape #	Title/Running Time
VT 1506	"Panama- A New Era" (1981, 17:43)
VT 1718	"Effective Communication" (1981, 59:58)
VT 1734	"Counseling Subordinate Personnel" (1981, 59:40)
A1701-85-0195	"Women and Combat Medicine" (1985, 39:20)
A1701-85-0253	"Women in the Military: A Pictorial History" (1985, 51:02)
A1701-86-0146	"Stress Management for Leaders" (1986, 20:26)

APPENDIX G

1. The following is a list of Equal Opportunity (EO) related films extracted from DA Pam 25-90 which are available through the Training Support Center, Bldg 2017, or by calling 221-2101. A request (DA Form 4103) must be filled out in duplicate each time a film is picked up. Forms can be obtained at the Training Support Center or through normal channels.

2. If plans are made to use a particular film, it is suggested the request be telephoned in at least two weeks in advance of the desired showing. Since it is not possible for the Equal Opportunity Office (EOO) to review each film, the individual should preview it and make the necessary notes to obtain the best possible response from the group to which the film is to be presented.

3. Due to the continuous receipt of new films, a check for new and updated films is advisable.

4. The films available are:

"Equal Opportunity In Transition" (TVT 20-185, 1980, 57 min) Deals with thought barriers, how they control and affect one's actions and attitudes, why one's self image has an impact on his or her overall performance, and how these factors can influence or inhibit chances for attaining equal opportunity.

"Man and His Culture" (MF 20-185, 1975, 15 min) How cultures are studied, similarities and differences between cultures, how they are handed down, and how they change.

"No Greater Heritage" (TF 35-3838, 1968, 31 min) Delineates the tradition of courage and dedication that is the heritage of each member of the Women's Army Corps, documenting the development of the Corps and the variety of ways WACs served the country during World War II, the Korean War and the Vietnam War.

"The Heritage of the Uncommon Man" (MF 61-5342, 1968, 28 min) Adopted commercial film. A lecture on the qualities of the "uncommon man", the potentially successful individual who turns opportunity into achievement.

"The Bill of Rights- Equal Opportunity" (MF 61-5697, 1977, 22 min) Dramatizes the case of a white worker who charges discrimination when a black worker with less seniority is given a promotion they both applied for.

"Games" (MF 61-5743, 1975, 32 min) Exposes the "games people play" intentionally or not, that puts up obstacles to equal opportunity; told from several different points of view.

"The Supervisor and Equal Employment Opportunity" (MF 61-5748, 1975, 38 min) Depicts a roundtable discussion of supervisors, including minority members, discussing the 'why' of recent progress in equal employment opportunity.

"Voice of La Raza (EEO)" (MF 61-5750, 1972, 54 min) Adopted commercial film. Demonstrates educational and employment problems of Puerto Ricans and Mexican-Americans and tries to show some of the reasons and what can be done.

"51%" (MF 61-5827, 1973, 23 min) Adopted commercial film. Shows some of the misconceptions of managers that keep women from advancing in business; points out that this discrimination is not only unfair but illegal.

"The Prejudice Film" (AFIF 240, 1983, 28 min) Illustrates the historical origins and contemporary forms of prejudice in our society. Patterns of racial, ethnic, and religious prejudice, as well as prejudices against other minorities or groups of people are explored logically.

"Black and White; Uptight" (AFIF 203, 1971, 35 min) Adopted commercial film. Explores the myths of prejudice and the subtle ways hate is learned; encourages the viewer to look closely at their own attitude.

"Perceptions of Prejudice" (AFIF 251, 1983, 26 min) This film dips into the writings and musings of philosophers and poets long dead. To bear anew the faces of prejudice and to recognize one's prejudice are the messages of this film. To know them and to be aware of them, it concludes, is to live with a feeling heart.

"We Are Women" (AFIF 285, 1976, 33 min) This film, narrated by Helen Reddy, provides first line supervisors and managers with an understanding of the historical, sociological, and psychological background of today's working woman. Dramatic vignettes present the most frequently occurring problems involving management and women. The dramatizations provide realistic and positive answers designed to create better supervisor/employee relations.

"Black History: Lost, Strayed or Stolen" (SF 20-397, 55 min)

"Chicano" (SF 20-410, 28 min)

"The American Parade: We the Women" (SF 20-515, 30 min)

APPENDIX H

HSHA- (600-21a)

MEMORANDUM FOR Commandant, AHS, ATTN: HSHA-GEO

SUBJECT: After Action Report of Equal Opportunity Training

1. Members of this organization have attended the following training sessions during _____ Qtr, FY _____:

Topic	Discussion Leader	Time and Date	Amount of Time	Number of Attendees

(NOTE: Attendance rosters should be filed in local organization files.)

2. Attendance of EO training during this quarter is further summarized as follows:

- a. Total number of personnel assigned for training:
- b. Total number of personnel attending training:
- c. Total number of training hours:

3. Additional comments:

(HSHA-GEO)

FOR THE COMMANDANT:

OFFICIAL:

Doreen Kae Nelson
DOREEN K. NELSON
Captain, MS
Adjutant General

DAVID C. JACKSON
Colonel, MS
Secretary of the General Staff

DISTRIBUTION:

A, plus:

100 - HSHA-IAP

100 - HSHA-GEO